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| **Title**  Foster Care Specialist | **Department**  FCSP |
| **Reports to**  Foster Care Support Program Supervisor | **FLSA Class**  Non-Exempt |
| **Supervises others**  No | **Location**  Phoenix |
| **SHIFT:**  Typical schedule: Hours will be determined and scheduled in conjunction with the FCSP Supervisor and will vary to meet the needs of the clients and families. Days of the week may vary; evening and weekend hours as necessary. | |
| **POSITION SUMMARY:**  The Foster Care Specialist provides the supports required to stabilize foster care placements and assist foster families in navigating the child welfare system while caring for children placed in their homes. The Foster Care Specialist works with case management, collaborates with the child’s team, and maintains licensure for the foster home. | |
| **ESSENTIAL FUNCTIONS:**   1. Provides support and consultation services to foster and adoptive families. 2. Maintains a positive and collaborative relationship with the child’s placing agency. 3. Monitors home for compliance with contract and state regulations. 4. Assists in placement of foster care youth. 5. Participates in the Child Family Team (CFT) meetings, attends court with the family, participates in Team Decision Meeting’s. 6. Facilitates licensing inquiries in the foster homes and monitors Corrective Action compliance. 7. Assists families with training requirements. 8. Conducts in-person home visits per contract and foster care rule requirements. 9. Maintains family licensing records in appropriate state and agency databases according to contract, HRT policy, and rule requirements. 10. Provides crisis management. 11. Submits renewal license applications prior to expiration. 12. Submits license amendments, as needed. 13. Writes adoption conversion home studies, as needed. 14. Rotates on call services with other staff members. 15. Attends training and events as requested by supervisor or other member of the management team. | |
| **MARGINAL FUNCTIONS:**   1. Other duties as assigned, verbally or in written form. | |
| **MINIMUM QUALIFICATIONS:**   1. Bachelors’ Degree in Social Work, Human Services or related field and two years’ experience with child welfare, human services and/or families. 2. Ability to obtain and maintain a valid unrestricted Level One Fingerprint Clearance Card. 3. Must meet the requirements to be a safe driver. Must possess a current Arizona State Driver’s License and have an acceptable driving record for the past three (3) years. Must have personal vehicle liability insurance and vehicle registration as required. 4. Must be able to pass a DCS Clearance with no substantiated reports. 5. When required, the ability to pass a criminal background clearance check, drug screen, and if requested a physical exam. 6. Must be able to work a flexible schedule.   **KNOWLEDGE**   1. Strong knowledge of overall company operations and policies and procedures. 2. Strong knowledge of the Arizona Foster Care licensing rules and regulations. 3. Knowledge of and ability to instruct parents regarding child development, family dynamics, Arizona’s child welfare system and behavioral health services.   **SKILLS**   1. Ability to educate and support foster families with trauma-informed behavior management techniques. 2. Ability to function independently and as a member of a team in a multi-task environment. 3. Must have excellent oral and written communication skills. 4. Must have excellent organization and time management skills. 5. Proficient in the use of computers and associated software.   **PERSONALITY/OTHER**   1. Ability to maintain confidentiality. 2. Ability to maintain professional boundaries. 3. Ability to build and maintain positive internal and external relationships. 4. Ability to provide exemplary customer service to all employees and outside constituents. 5. Must be flexible and able to handle multiple priorities, with the ability to adjust to high pressure and rapidly changing business conditions. | |
| **WORK CONDITIONS and PHYSICAL REQUIREMENTS:**  This section identifies "Physical Requirements" of a job. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Individuals who pose a direct threat or significant risk to the health and safety of themselves or others in the workplace, because physical requirements cannot be eliminated or reduced by reasonable accommodation, will not be considered qualified for employment. Notify the Human Resource Department if you require any accommodation(s) to perform any of the essential functions of this position.  This position will require exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects. | |
| **Physical Requirements** | **Conditions** |
| Climbing  Balancing  Stooping  Kneeling  Crouching  Reaching  Standing  Walking  Pushing  Pulling  Lifting  Grasping  Seeing  Hearing  Talking  Tactile sense  Repetitive motions  Visual acuity (color, depth perception and field of vision)  Minimum of 1 hour of continuous driving per trip | **Environment:**  Noise  Extreme temperatures  Wet and/or humid  Dust  Limited/office environment  **Hazards:**  Physical Activities  Volatile clientele  Potential exposure to contagious diseases due to frequent interaction with clientele |
| **IMPORTANT NOTICE:**  This position is not limited to those duties in the job description. Duties and responsibilities can be changed, expanded, reduced, or deleted to meet the business needs of Human Resource Training, Inc. The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.  All employees of this Company are employees at will and, as such, are free to resign at any time without reason. The Company, likewise, retains the right to terminate an employee's employment at any time with or without reason or notice. Nothing contained in this document or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time.    **ACKNOWLEDGEMENT:**  I have read and understand the contents of this Position Description. I also acknowledge that it is my responsibility to notify the Human Resources Department if I require an accommodation to perform any essential function(s) of this position.  I do\*  or do not  require an accommodation to perform the essential functions of this position.  \* Employee Completes the Request for Accommodation Form. | |
| **Prepared by:** Jennifer Kacprowicz, SHRM-CP, PHR  **Title:** Director of Human Resources | **Approved by:** Mary Cherry, MA  **Title:** Director of Foster Care and Licensing |
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